



**Frederick County
Government
Frederick, Maryland**

News Release

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COMMISSIONERS ANNOUNCE NEW MANAGEMENT STRUCTURE FOR DIVISION OF FIRE & RESCUE SERVICES

FREDERICK, MD – In response to continuing budgetary challenges and at the request of incoming Division Director/Chief Denise Pouget, the Frederick Board of County Commissioners today announced the reorganization of the Division of Fire & Rescue Services (DFRS).

Board President Blaine Young commented, “When the board extended a job offer to Ms. Pouget, we agreed that she should have the opportunity to bring in her own management team. We can’t expect her to make dinner and not let her buy the groceries, so to speak. Incoming Chief Pouget has already impressed us by her selection of two well known and very experienced fire professionals to help her achieve her goals. We give her our full support for this new team and believe that the management restructurings among our current employees will contribute to increased efficiencies and a better organized Fire & Rescue Services Division.

“This management restructuring is one more way this Board of County Commissioners is making every effort to be transparent and open with regard to the county’s budget challenges and how we are working to address long-term problems, especially in the fire and rescue area. Chief Pouget needs this investment in our future in order to improve efficiencies, savings and structural issues. We have to spend some money to save taxpayer dollars in the future and stabilize this important public safety facet of county government.”

Chief Pouget responded, “This is a whole new way to look at fire and rescue services and it is global, not just DFRS, because we’re encompassing all of Frederick County’s fire and rescue service. Therefore, it’s a huge leadership undertaking and the best thing to do to in my opinion is to bring in new leadership with a fresh, totally unbiased perspective. I greatly appreciate the confidence the Board of County Commissioners has extended to me and look forward to serving the citizens of Frederick County.”

(more)

The following changes at DFRS are effective today:

- Creation of the new position of deputy chief, operations, which replaces the bureau chief of operations position. This new position will be appointed and serves at the pleasure of the DFRS director/chief. At the request of Ms. Pouget, Max Allen Keyser, formerly with the Frederick County Communications Center, recently retired after 28 years with the Montgomery County Fire & Rescue Services as fire rescue captain/commander and a former volunteer fire chief in Frederick County, will assume this role, effective August 1. His salary will be \$110,000.
- Creation of a new position for a DFRS community services liaison who will report to the DFRS director/chief. Doug Brown, who is currently serving as DFRS acting division director and formerly served as bureau chief of operations, will assume this new role. His salary will be \$118,428.
- Creation of a new position of deputy chief, finance & logistics, which replaces the bureau chief, administrative services position. This new position will be appointed and serves at the pleasure of the DFRS director/chief. At the request of Ms. Pouget, Michael Grierson, recently retired from Montgomery County Fire & Rescue Services with 30-plus years in the fire service, will assume this role, effective July 22. His salary will be \$110,000.
- Steve Leatherman, current bureau chief, administrative services, will be classified as finance and logistics administrator at his current salary of \$97,111, and will report directly to the deputy chief, finance & logistics.
- The position of director, fire & rescue volunteer services will be eliminated. This position was moved to the county manager's office as of July 1, 2013, and is no longer needed because the role, duties and responsibilities will be fulfilled by the DFRS division director /chief and two deputy chiefs. Director/Chief Pouget will be the point-of-contact for the Frederick County Volunteer Fire and Rescue Association.
- Creation of a fire planner position that is non-benefitted and limited in duration. An expert in the field with management in all aspects of fire emergency services will assist the director/chief with short- and long-term planning, so that she is able to quickly assess the system and formulate proposals for the county commissioners. John North, a recognized fire services professional with 30-plus years of fire service experience, will fill this role. He will be compensated at \$75/hour and work approximately 20 hours a week for about four months.

The estimated cost to the DFRS FY2014 budget to implement the new management structure is approximately \$215,000.

Incoming Director/Chief Pouget will officially start her tenure with Frederick County Government on July 22. The board will hold a special swearing-in ceremony for her at 1:30 p.m. on Thursday, July 25, in the first floor hearing room of Winchester Hall, located at 12 East Church Street, Frederick, Md.

For additional information, contact County Manager Lori Depies at 301-600-3190 or via e-mail at ldepies@FrederickCountyMD.gov.

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